

# Application Pack

**Reading Intervention  
Lead**

**Start date:** 1st Nov 2026

**Application closing date:**  
**21<sup>st</sup> October 2026**

**Interview date:**  
**Friday 23<sup>rd</sup> October 2026**



# Welcome to our school

Dear Applicant,

Thank you for expressing an interest in a vacancy at Derby Cathedral School. On behalf of the whole school community, I extend you a very warm welcome.

I am delighted to welcome you to Derby Cathedral School, where I am proud to serve as Headteacher. Our school is a vibrant, values-led community built on high expectations and a belief that every child can achieve remarkable success. Inspired by John 10:10 - "I have come that they may have life, and have it to the full", we are committed to ensuring our students experience life in all its fullness.

Learning here is shaped by both rigour and joy. Through our FAITH values, we set ambitious standards for behaviour and academic achievement, knowing that with clear structure, dedication, and support, every student can excel. Alongside academic challenge, we nurture character - fostering curiosity, resilience, and integrity so that our students grow into capable and compassionate contributors to society.

Our aim is simple: to help every young person flourish - academically, personally, and spiritually so they leave us with the knowledge, character, and confidence to shape their world for the better.

Derby Diocesan Academy Trust (DDAT) are committed to Safer Recruitment practices and use a variety of methods throughout the selection process to ensure we are satisfied with candidate's suitability working with children within our schools. Upon offer of employment, we will apply to the Disclosure and Barring Service (DBS) for an enhanced disclosure which will give details of a person's criminal record.

Please also note that if you have lived anywhere outside of the UK since the age of 18, you will require a certificate of good conduct from all the countries of residence.

Please do take some time to read the key information below about our vision for the school and this post. Further, more detailed information can be found on our school website. The next few years will be a very exciting time as we grow and develop together and we are looking for staff with a flexible approach and a desire to be part of an excellent new educational provision.

Andy Brown  
Headteacher

# School Vision



Derby Cathedral School is a Christian community that welcomes students, families and visitors of all faiths and none. The diversity and richness of such a family brings depth and a vibrancy to our core.

Students of Derby Cathedral School are given every opportunity and challenged to be the best that they can be, demonstrating FAITH in all they do.

- **Fellowship** Collaborating with others, we treat everyone with respect, dignity and kindness.
- **Aspiration** We are ready to learn and grow, striving to be the best that we can be in every aspect of our lives.
- **Integrity** We demonstrate fairness, equality and honesty.
- **Tenacity** We are determined and resilient when faced with challenges.
- **Humility** We are gracious, calm and understand the importance of forgiveness.

All students will be well prepared for their next step into future education, training and employment. They will be happy, healthy, confident, life-long learners who 'experience life in all its fullness' (John 10:10)

# Job Description

## Job Details

**Job title:** Reading Intervention Lead. 1 x Full Time

and 1 x Part Time

**Reports to:** Deputy Head

**Hours of work:** 37 hours per week.

8am to 4pm Monday to Thursday, 8am to 3.30pm Friday - Term time only

15 Hours per week – Mon to Weds 09:30 to 14:30

**Salary:**

Scale 3 Pt 5 -6 FTE Salary £25,583 to £25,989

reduced pro rata for term-time only hours and for Part bTime where applicable

**As per the updated guidance in Keeping Children Safe in Education 2022, online checks will be carried out on all shortlisted candidates eg Google search, Social Media platforms etc.**

## **JOB DESCRIPTION**

### **Reading Intervention Lead**

*(Reporting to the Reading Coordinator)*

#### **Job Purpose**

The Reading Intervention Lead will support the implementation of the school's reading strategy by delivering targeted reading interventions, monitoring pupil progress, and promoting reading engagement across the school. The postholder will work closely with the Reading Coordinator to ensure that pupils requiring additional reading support receive timely, effective, and evidence-informed intervention. This role focuses on intervention delivery, pupil support, and reading engagement rather than whole-school strategic leadership.

#### **Key Responsibilities**

##### **Reading Intervention**

- Deliver small-group and one-to-one reading interventions for identified pupils.
- Support pupils in developing reading fluency, comprehension, decoding, vocabulary, and confidence.
- Listen to pupils read regularly and provide constructive feedback to support progress.
- Deliver phonics-based interventions where appropriate.
- Support the assessment of pupil reading ability using school assessment systems.
- Adapt intervention approaches to meet the needs of SEND and EAL pupils.
- Monitor attendance and engagement within reading interventions.

***\*\* All training will be provided for Phonics, Little Wandle, NGRT, Reading Plus and Lexonic.***

##### **Reading Assessment and Progress Monitoring**

- Support the administration of reading assessments, including NGRT, YARC, and other reading assessments used by the school. All
- Maintain accurate records of reading age, intervention attendance, and progress.
- Update intervention trackers and pupil reading records.
- Provide regular progress updates to the Reading Coordinator.
- Identify pupils requiring additional support or alternative provision.

##### **Reading Culture and Engagement**

- Promote reading for pleasure through reading challenges, competitions, displays, and enrichment activities.
- Support the organisation of World Book Day activities, author visits, and reading events.
- Encourage reluctant readers to engage positively with reading.
- Support student reading ambassadors.
- Celebrate pupil reading success through displays, rewards, and recognition systems.

**Reading Resources**

- Organise and maintain intervention resources and reading materials.
- Ensure books and intervention texts are appropriately matched to pupil reading levels.
- Support the management of reading resources used within intervention programmes.
- Assist with maintaining engaging reading spaces and displays.

**Communication and Collaboration**

- Work closely with teachers, tutors, SEND staff, and pastoral teams to support identified readers.
- Communicate effectively with parents regarding reading intervention and progress.
- Contribute to intervention reviews and pupil progress discussions.
- Support the Reading Coordinator in implementing reading priorities and initiatives.

## **PERSON SPECIFICATION**

### **Essential**

- Passion for reading and improving pupil outcomes.
- Experience working with secondary-aged students.
- Strong understanding of reading development, fluency, comprehension, and reading for pleasure.
- Ability to motivate and engage reluctant readers.
- Excellent organisational and communication skills.
- Understanding of strategies that support SEND and EAL pupils in accessing reading.
- Ability to work independently and as part of a team.

### **Desirable**

- Experience delivering reading interventions.
- Knowledge of NGRT, YARC, phonics interventions, or similar reading assessment tools.
- Experience promoting reading for pleasure.
- Experience supporting pupils with reading difficulties or literacy barriers.
- Relevant educational qualification or reading intervention training.

### **Success Measures**

The successful postholder will:

- Accelerate reading progress for identified pupils.
- Maintain high-quality intervention records and tracking systems.
- Improve pupil confidence and engagement with reading.
- Contribute to a positive reading culture across the school.
- Support the effective implementation of the school's Reading Strategy.
- Demonstrate measurable impact through reading-age gains and intervention outcomes.

